



# CR Steel Ltd – Equality, Diversity & Inclusion Policy

## 1. Purpose

CR Steel Ltd is committed to promoting equality, diversity, and inclusion in all areas of our business.

We aim to provide a working environment where everyone is treated fairly, with dignity and respect, and where individual differences are valued.

This policy supports our legal obligations under the Equality Act 2010 and reflects our commitment to being an inclusive and responsible employer and supplier.

## 2. Scope

This policy applies to:

- All employees
- Contractors, agency workers, and temporary staff
- Applicants and candidates
- Visitors and clients
- Anyone representing CR Steel Ltd

It covers all aspects of employment and business operations, including recruitment, training, promotion, conduct, and service delivery.

## 3. Policy Statement

CR Steel Ltd does not tolerate discrimination, harassment, victimisation, or unfair treatment on any grounds.

We are committed to ensuring that no individual is treated less favourably because of any protected characteristic, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

We promote equal opportunities for all and encourage a culture of respect, fairness, and inclusion.



## 4. Our Commitments

### 4.1 Recruitment & Employment

We will:

- Recruit based on skills, experience, and merit
- Ensure job adverts and selection processes are fair and non-discriminatory
- Make reasonable adjustments for disabled applicants and employees
- Provide equal access to training and development

### 4.2 Workplace Conduct

We expect everyone to:

- Treat colleagues, clients, and visitors with respect
- Avoid behaviour that could be considered bullying, harassment, or discriminatory
- Report concerns promptly

### 4.3 Training & Awareness

Where appropriate, we will provide:

- Induction briefings on respectful behaviour
- Toolbox talks or reminders on equality and anti-harassment
- Guidance for managers on fair treatment

### 4.4 Reasonable Adjustments

We will make reasonable adjustments to support employees or applicants with disabilities, ensuring they can work safely and effectively.

### 4.5 Monitoring & Continuous Improvement

We will:

- Review this policy annually
- Address any issues raised through grievances or feedback
- Improve our practices where needed

## 5. Harassment & Bullying

CR Steel Ltd has zero tolerance for:

- Harassment
- Bullying
- Victimisation
- Intimidation

Any such behaviour will be treated seriously and may result in disciplinary action or removal from site.

## 6. Reporting Concerns

Employees or contractors who believe they have been treated unfairly or witnessed inappropriate behaviour should report it to their manager or a company director.

All concerns will be handled:

- Promptly
- Fairly
- Confidentially
- Without victimisation



## 7. Responsibilities

### Directors

- Lead by example
- Ensure compliance with the Equality Act 2010
- Review and maintain this policy

### Managers

- Apply this policy consistently
- Address concerns or complaints
- Promote a respectful working environment

### Employees & Contractors

- Follow this policy
- Treat others fairly
- Report concerns where necessary

## 8. Policy Review

This policy is reviewed annually or sooner if legislation or business operations change.

## Approval

Approved by:

**Ryan Heighton – Managing Director**

Signature:

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